SCHEDULE OF PUBLIC SECTOR COMPENSATION

2023 Report

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University College of the North

Independent Auditors' Report

To the Board of Directors of University College of the North.

Opinion

We have audited the accompanying Schedule of Public Compensation Disclosure of University College of the North for the year ended December 31, 2023 ("the Schedule").

In our opinion, the financial information in the Schedule of Public Compensation Disclosure for the year ended December 31, 2023 is prepared, in all material respects, in accordance with the provisions of The Public Sector Compensation Disclosure Act of the Province of Manitoba.

Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Schedule* section of our report. We are independent of the Organization in accordance with the ethical requirements that are relevant to our audit of the schedule in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Emphasis of Matter - Basis of Accounting and Restriction on Distribution

This schedule is prepared to assist University College of the North to meet the requirements of The Public Sector Compensation Disclosure Act of the Province of Manitoba. As a result, the schedule may not be suitable for another purpose. Our report is intended solely for the Board of Directors of University College of the North relative to The Public Sector Compensation Disclosure Act of the Province of Manitoba and should not be distributed to other parties.

Responsibilities of Management and Those Charged with Governance for the Schedule

Management is responsible for the preparation of this schedule in accordance with the provisions of The Public Sector Compensation Disclosure Act of the Province of Manitoba, and for such internal controls as management determines is necessary to enable the preparation of the schedule that is free from material misstatement, whether due to fraud or error.

Those charged with governance are responsible for overseeing the Company's financial reporting process.

Auditors' Responsibilities for the Audit of the Schedule

Our objectives are to obtain reasonable assurance about whether the schedule is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this schedule.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the schedule, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates, if any, and related disclosures made by management.
- Evaluate the overall presentation and content of the schedule, including the disclosures, and whether the schedule represents the underlying transactions and events in a manner that achieves fair presentation.
- Communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Winnipeg, Manitoba

June 26, 2024

MNP LLP

Chartered Professional Accountants

UNIVERSITY COLLEGE OF THE NORTH
SCHEDULE OF PUBLIC SECTOR COMPENSATION DISCLOSURE
For the year ended December 31, 2023

In 2023, the university college paid, in aggregate, $20,700 to the Governing Council, and $19,450 to the Elders' Council.
In 2023, compensation paid, directly or indirectly to, or for the benefit of, each of its officers, employees and council members, for disclosure is as follows:

Name	Title	Compensation
Abioye, Oye	Business Administration Instructor	95,897.94
Anderson, Sherrie	Kenanow University Instructor	99,879.12
Assuah, Anderson	Assistant Professor, Faculty of Arts, Business & Science	94,249.95
Atoyebi, Joseph	English Professor	104,733.46
Awan, Zulfqar	Assistant Professor	95,354.65
Awasis, Dale	Kenanow University Instructor	102,824.26
Ayres, Laura	Early Childhood Education Instructor	112,263.41
Baffoe, Dominic	Computer Services Technician	86,154.44
Barbeau, Susan	Nursing Clinical Instructor	95,253.60
Barbour-Stevenson, Ann	Dean of Mihcet Meskanawah Teaching and Learning	108,454.03
Barlas, Noreen	Social Science Instructor	95,455.62
Barr, Kelly	Office Assistant Instructor	91,230.89
Bell-Tulman, Trudy	Early Childhood Education Instructor	92,383.94
Belmore, Melanie	Learning Innovations Specialist	94,232.32
Blackman, Ashley	Director of Institutional Analysis and Planning	135,399.68
Boscow, Megan	Nursing Instructor	95,253.60
Boyes, Jerry	Electrical Instructor	103,562.94
Briggs, Harvey	Associate VP, Reconciliation, Research & Academic Innovation	141,030.70
Brown, Darby	Law Enforcement Instructor	90,453.46
Brown-Fernandes, Sandra	Diploma in Practical Nursing Instructor	91,775.26
Bryant, Helga	Dean of Health	99,201.63
Bulycz, Shelly	Manager of Community Programming FABS	87,111.96
Cassan, Jenna	Diploma Practical Nursing Instructor	94,094.13
Chartrand, Arthur	Welding Instructor	113,908.61
Chinnasamy, Gurusamy	Research Officer	89,305.56
Constant, Norbert	Law Enforcement Instructor	86,614.52
Creed, Carolyn	Associate Professor	104,038.00
Crowe, Aaron	Social Science Professor	96,435.56
Dalcanale, David	Registrar	208,648.13
Douglas, Amy	Nursing Instructor	91,620.36
Dubesky, Christa	Science Instructor	113,662.21
Ducharme, Shawn	Director, Information Technology	124,677.54
Enns, Christine	Early Childhood Education Instructor	91,347.88
Fecteau, Lavina	Office of Inter Universities Services Manager	99,638.24
Ferland, Jackie	Kenanow University Instructor	93,060.76
Firman, Brenda	Associate Professor	168,069.25
Fischer, Kirk	Science Instructor	95,585.10
Fitzpatrick, Jacqueline	Dean of Students	126,826.92
Fitzpatrick, Vanessa	Early Childhood Education Instructor	87,075.49
Flaming, Valdine	Indigenous Project Officer/Indigenous Curriculum Specialist	88,526.73
Flett-Young, Susan	Program Coordinator	85,384.44
Fox, Greg	Industrial Mechanic/Millwright Instructor	112,031.85
Friesen, Chelsea	Paramedic Instructor	89,489.67
Gemmill, Robert	Culinary Arts Instructor/Coordinator	106,355.94
Gibson, Tim	Manager of Workforce Development Centre	107,978.78
Goodridge, Jeff	Industrial Mechanic/Millwright Instructor	91,036.92
Goodridge, Nancy	Director of Training Solutions	106,792.40
Goodwin, Claire	Associate Registrar of Systems and Transfer	94,722.18
Graham, Kelly	Solutions Architect	92,484.08
Grandy, Jason	Business Administration Instructor	96,641.38
Grant, Jamie	Associate Vice-President, Community & Industry Solutions	116,677.20
Graveline, Kellie	Nursing Instructor	97,511.10
Guiboche, Gina	Dean of Education	136,028.62
Halcrow, Cynthia	Adult Learning Centre Instructor	94,783.19
Helstrom, Robert	Instructor - IT Support Technician	92,758.50

Name	Title	Compensation
Hiebert-Dixon, Cindy	Business Administration Instructor	95,253.60
Hopkins, Donna	Adult Learning Centre Instructor	98,417.78
Hossain, Amzad	Associate Professor	99,568.82
Hyde, Keith	English/Social Science Professor	124,228.87
Islam, Tariqul	Social Sciences Assistant Professor, FABS	96,985.48
Jalloh, Alpha	Kenanow University Instructor	109,260.76
Jones, Dan	Paramedic Instructor	92,360.84
Kamal, Asfia	Aboriginal & Northern Studies, Assistant Professor FABS	122,953.10
Kambo, Pritpal	Nursing Instructor	85,647.13
Kellington, Bruce	Electrical Instructor	105,679.14
Kerr, Curtis	Carpentry Instructor	92,437.80
King, Preston	Business Administration Instructor	91,605.17
Knudson, Geri	Human Resources Manager	108,100.90
Kondakor, Deanna	Director of Human Resources	118,258.86
Kong, Ying	English Professor	114,992.13
Koshel, Monte	Director of Marketing, Communications and Recruitment	113,406.01
Lauvstad, Douglas	President & Vice-Chancellor	236,721.68
Laverge, Cindee	Chief Administrative Officer	189,156.53
Laycock, Kimberley	Dean of Faculty of Arts, Business & Science	128,175.38
Leaske, Pearly	Waskawimakanwa Mecimwaci Isihtwawina Instructor/Coordinator	94,633.84
Leclaire, Michel	Natural Resources Management Technology Instructor	95,253.60
LeGall-Vandepoele, Michelle	Diploma in Practical Nursing Instructor	92,422.20
Loder, Dorothy	Associate Registrar of Systems and Transfer	92,621.36
Loewen, Louise	Field Placement Instructor/Coordinator	98,158.47
Madrigga, Donna	Director, Finance	129,465.27
Malik, Amjad	Full Professor	126,928.84
Marofke, Terence	Carpentry Instructor	95,158.25
Matheson, Sue	English Professor	136,878.64
Matiasek, Mark	Social Science/Business Instructor	101,667.66
Mckee, Terralyn	Manager of Academic Development	97,745.72
McPhee, Sheri	Associate Dean, Diploma Practical Nursing Programming	100,692.32
Melko, Gary	Dean of Skilled Trades Apprenticeship & Technology	121,938.20
Miscavish, Garry	Facilities Technician Instructor	93,670.98
Misling, Roland	College of Trades and Technology Instructor	95,246.68
Molyneaux, Mark	Director of Facilities & Ancillary Services & Safety	124,650.18
Moore-George, Sarah	Diploma in Practical Nursing Instructor	96,861.31
Neckoway, Ramona	Associate Vice President, Indigenous Initiatives and Reconciliation	141,851.31
Nemeth, Suzzanne	Senior Advisor to the VP Academic and Research	88,094.24
Nsi, Amanda	Kenanow University Instructor	112,630.20
Oman, Murray	Apprenticeship Carpentry Instructor	90,281.82
Oredegbe, Abayomi	Associate Professor	109,838.96
Paradis, Emile	Millwright Apprenticeship Instructor	91,304.46
Paskaruk, Krystle	Instructional Specialist	88,123.44
Pelland, Mike	Millwright Apprenticeship Instructor	91,222.30
Penner, Robert	Associate VP Community and Industry Solutions	126,380.48
Perchaluk, Jamie	Nursing Instructor	92,437.80
Peter, Selvin	Science Professor	144,013.00
Plett, Lynette	Vice-President, Academic and Research	157,268.28
Reid, Jennifer	Assistant Professor, Faculty of Arts, Business and Science	87,738.04
Robinson, Andrea	Clerical Foundations Instructor	86,837.83
Rotzien, Patricia	Diploma in Practical Nursing Instructor	91,580.27
Sainsbury, Janet	Educational Developer	90,291.50
Sawchyn, Heath	IT Service and Support Manager	95,301.19
Scaddan, Lindsay	Early Childhood Education Instructor	92,769.30
Scheveck, Pamela	Preparation for Diploma in Practical Nursing Instructor	95,357.34
Seto, Janice	Business Administration Instructor	94,163.68
Simpson, Brian	Workplace Safety and Health/Facilities Manager	85,949.50
Skulmoski, Lyle	Automotive Instructor	92,166.14
Smith, Daniel	Vice-President Strategic Growth	188,623.89
Smith, Heather	University College Librarian	93,304.68
Srinivas, Koppada	College of Trades and Technology Instructor	94,030.82
Stepaniuk, Jeffray	Natural Resources Management Technology Instructor	96,835.44
Stott, Greg	History Professor	119,117.09

Name	Title	Compensation
Thethy, Shamilla	Nursing Instructor	96,912.66
Tomlin, Antony	Kenanow Bachelor of Education Instructor	92,451.84
Tritthart, Kim	Early Childhood Education Instructor	90,679.74
Trowell, William	Natural Resources Management Technology Instructor	91,049.66
Warnar-Brown, Hendrik	History Professor	110,406.38
Wastesicoot, Jennie	Aboriginal and Northern Studies Professor	110,425.43
Wasylynka, Bernice	Nursing Clinical Instructor	92,409.20
Williams, Timothy	Electrical Instructor	92,394.38
Williamson, David	Prep for Post-Secondary Education Instructor	101,455.84
Williamson, Laurie	Manager, Thompson Housing and Facilities	86,530.37
Wiseman, Roy	Adult Learning Centre Instructor	92,715.48
Wlasichuk, Riley	Automotive Technician Instructor	92,437.80
Woodson, Cindy	Associate Dean of Health	92,541.80
Zahayko, Deveny	Policy Manager	99,668.66
Zeran, Vicki	Nursing Instructor	135,058.18

NOTE TO SCHEDULE

1. Basis of Accounting

As per the Public Sector Compensation Disclosure Act of the Province of Manitoba, Section 2(1)(b), the University College of the North is required to disclose to the public the aggregate compensation paid to the University's Board members.

Under Section 2(1)(c) of the Public Sector Compensation Disclosure Act, the University must disclose the amount of compensation it pays or provides in the fiscal year, directly or indirectly, to, or for the benefit of, each of its officers, employees and council members, where compensation is $85,000 or more. The amounts reported were calculated in accordance with the definition of compensation provided in Section I of The Public Sector Compensation Disclosure Act.